

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Rural Development - Society for Elimination of Rural Poverty (SERP) - Ratification of the Human Resource (HR) policy for the employees for the performance based management assistance – Orders – Issued.

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PANCHAYAT RAJ AND RURAL DEVELOPMENT (RD.I) DEPARTMENT

G.O.Ms.No. 294

Dated:20.06.2013

Read the following:

1. G.O.Rt.No. 350, PR & RD (RD.I) Department, Dated: 17.2.2009.
2. G.O.Rt.No.650, G.A(Cabinet) Dept., Dated:13.02.2012
3. G.O.Rt.No.721, G.A (Cabinet) Dept., Dtated:16.02.2012.
4. Govt.,Memo.No.3005/RD.I/A2/2012, Dated:16.04.2012.

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**ORDER:**

Government has set up the Society for Elimination of Rural Poverty (SERP) for implementing the World Bank assisted Andhra Pradesh Rural Poverty Reduction Programme (APRPRP) funded by the World Bank. Since its formation, SERP has organized more than one crore rural poor women into self-help groups and empowered them by achieving financial inclusion. SERP has also built up a large cadre of dedicated personnel specialized in mobilizing rural poor.

2. Considering their long-standing contribution, and to provide job security for the fixed tenure employees, SERP has formulated "Terms and conditions of Employment to SERP employees, 2009", commonly known as "Human Resource Policy" which was implemented with effect from 1-1-2008.

3. On conclusion of the World Bank assisted Project and after assessing the requirement of continuing a sensitive support organization to assist the activities of the Self-help Groups, Government have decided to:

- a) Set up a Group of Ministers to examine the possibility of convergence of MEPMA and IKP as well as the contract conditions of the SERP employees.
- b) Pending receipt of the report of the Group of Ministers, ratify the HR Policy issued through the G.O. first read above and as amended vide Memo 4<sup>th</sup> cited above subject to the following:
  - i. Wherever there is a deviation in the Pay Scales of the Employees of SERP vis-à-vis contract employees of Government similarly placed, such cases shall be reviewed by the Group of Ministers on IKP.
  - ii. All prospective appointments and any change in the salary or the current terms and conditions of employment of the FTEs shall be done only with the approval of the Finance Department.
- c) Provide a performance-linked management assistance to SERP for maintaining the administrative structure and the programme support @ 3.5% of the SHG-Bank Linkage loans provided to the SHGs in the immediately preceding year to be provided in two parts:
  - i. Management assistance of 3% of the SHG Bank Linkage credit mobilized in the previous financial year directly to SERP.
  - ii. Management assistance of 0.5% of the SHG Bank linkage credit mobilized during current financial year to the Village Federations of SHGs (VOs) for facilitating the access to bank credit and to ensure that the loans are put to correct use by the SHG members.

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4. The Chief Executive Officer, Society for Elimination of Rural Poverty, Hyderabad shall take necessary action accordingly.

5. This Order is issued with the concurrence of Finance Department vide their U.O. Note No: 4121/115/WAI/RD/13, Dt.19.06.2013. A copy of this order is available on the Internet and can be accessed at the address: <http://www.rd.ap.gov.in>.

**(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)**

**R.SUBRAHMANYAM  
PRINCIPAL SECRETARY TO GOVERNMENT (RD)**

To

The Chief Executive Officer, SERP, A.P., Hyderabad.

The Commissioner, RD, A.P., Hyderabad.

All the Collectors and Project Executives of DRDAs in the State.

All the PDs, DRDAs in the State

Copy to: The PS to M (IKP, Pensions, SHGs & WD, CW & DW, JW)

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- : The PS to M (Law & Courts)
- : The PS to M (Revenue, Relief, Rehabilitation, ULC)
- : The PS to M (Tribal Welfare)
- : The PS to Principal Secretary (RD)

// FORWARDED :: BY ORDER//

SECTION OFFICER